CITY OF MILWAUKEE - DEPARTMENT OF ADMINISTRATION PROCUREMENT SERVICES DIVISION

AFFIDAVIT OF COMPLIANCE - PROCUREMENT OF ITEMS OF APPAREL FROM RESPONSIBLE MANUFACTURERS PROVISION

DATE: 12-18-2003

BID/RFP NUMBER:

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BENEFITS:

GOLDFISH UNIFORMS 414-476-4340FAX 414-476-0047 5102 W. BLUE MOUND ROAD MILWAUKEE, WI 53208

My commission expires: 8/19/07

F GOLDFISH UNIFORMS 414-476-4343FAX 40 5102 W, BLUE N.CO. MILWAUKEE, WI DEC-10-2003 18:10 FROM:

TO: BLAVER

P:3/4

CITY OF MILWAUKEE - DEPARTMENT OF ADMINISTRATION

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GOLDFISH UNIFORMS 414-78-4343FAX 414-476-0047 6102 W. BLUE MOUND ROAD MILWAUKEE, WI 53200 DEC-18-2003 12:11 FROM:

TO: BLAUER

P:4/4

\$
N/

In compliance with the requirements of the City of Milwaukee, I have completed this Affidavit

Compliance form in good faith and have made no willingly false or misleading statements. Further, I have disclosed the names and plant locations of all my manufacturers and their subcontractors purchasing, renting, laundering and dry closning of items of apparel that I soli

the City of Milwaukee. I have also included affidavits of compliance from each subcontractor employed by the contractor during the specified time period of the contract for the fulfillment of contracts covered under this section indicating their compliance with the Code of Ordinances Section 310-17. Further, I understand that any false statement on these forms could result in:

Withholding of payments.

Termination, suspension or cancellation of the contract in whole or in part.

After a due process hearing, denial of the right of the contractor to bid on future city contracts, by himself or herself, partner or agent, or by any corporation of which he or she is a member, for a period of one year after the first violation is found and for a period of 3 years after a second violation is found.

I/We hereby state that we will comply Section 310-17 of the City of Milwaukee Code of Ordinances as stated above:

AUTHORIZED SIGNATURE: Charles for

PRINTED NAME: CHARLES Rosed

COMPANY NAME: BLAVER MANUGACTURING COSING.

(he/she) Charles Tose who acknowledges that he/she executed the foregoing document for the purpose therein contained for and on behalf of said company. IN WITNESS WHEREOF, I have hereunto set my hand and official seal.

(SEAL)

USTARY PUBLIC SIGNATURE

JEXANUE WAS (Small)

PRINT NAME

My commission expires:

JEANNE K, WALLMAN Notary Public Commonwealth of Measachusetts My Commission Expires November 13, 2009

ADDENDUM TO AFFIDAVIT OF COMPLIANCE-PROCUREMENT OF ITEMS OF APPAREL FROM RESPONSIBLE MANUFACTURERS PROVISION

BID/RFP NUMBER 1259 DATE

A.

Name of Manufacturer/
Contractor/Subcontractor;
Fuquing Grace Hill Products Co., Inc.
Address:
Hong Kuan Industrial Village, XiTou, YangXia
City:
FuQuing City
State/Province:
FuJian Province
Zip Code;
350323

B.

Owners:

Name of Manufacturer/
Contractor/subcontractor:
Mr. Jack Lai
Mr. Henry Liu
Address;
Hong Kuan Industrial Village, XiTou, YangXia

City:
FuQuing City
State/Province
FuJian Province
Zlp Code:
350323

C.

Base Hourly Wage: RMB 4.626 = \$0.514692 (conversion as of 11:33 15 December 2003)

Percentage of wage level paid as health benefits: 14.19%

A.

Nume of Manufacturer/
Contractor/Subcontractor:
Hui Yang Charming Garment Fty.

Charle Row

Address;

Dan Shui Zhen

City:

Hui Yang Hsien

State/Province:

Guang Dong

Country:

China

Zip Code:

None provided.

B.

Owners:

Name of Manufacturer/ Contractor/subcontractor:

Mr. Lau Siu Ching

Address;

Dan Shui Zhon

City:

Hui Yang Hsien

State/Province:

Guang Dong

Country:

China

Zip Code:

None provided

C.

Base Hourly Wage:

\$0.625

Percentage of wage level paid as health benefits:

8.3%

Charle Mor

Blauer Manufacturing Co., Inc. ANTI-SWEATSHOP/HUMAN RIGHTS POLICY

Blauer Manufacturing Co., Inc. a major player in the public safety uniform industry and an acknowledged industry leader is committed to ethical and legal business practices. Accordingly we are supportive of the national dialogue designed to eradicate sweatshop conditions surrounding the manufacturing of products associated with the Apparel Industry.

We support a code of conduct in our factories and for our contractors and licensees that will help guarantee safe, healthy and fair conditions for workers who produce our public safety uniform apparel. We support the position of the U.S. Labor Department, the Apparel Industry Partnership and the Fair Labor Association regarding employment and provision of fair treatment.

For three generations Blauers have supplied quality public safety uniform apparel. Charles Blauer and his sons Michael, Stephen and Bill and Charles' daughter Sharyn are actively engaged in the operation of the Company. They personally and as a corporation support the foregoing and the following Principles:

1. Code of Conduct. We believe firmly that workers in this country and abroad that help produce the apparel bearing the Blauer Label should be treated humanely and fairly and should work under healthy and safe conditions. Accordingly, we endorse a Code of Conduct for all our factories, contractors and licensees that include important provisions, many of which are supported by national or international law and deeply held norms.

These provisions aim to ensure:

- " Compliance with all applicable national laws;
- Compensation standards, including payment of the higher of the minimum wage or local prevailing wage;
- u Humane limitations on the required hours of work;
- Limitations on child labor, consistent with international and national law;

GOLDFISH UNIFORMS 414-476-4343FAX 414-476-0047 5102 W. ELUE MOUND ROAD MILWAUKEE, WI 53203

- " Prohibition of forced labor;
- A Safe and healthy working environment;
- Nondiscrimination in employment based on gender, race, religion, age, disability, nationality, or ethnic origin;
- Prohibition of harassment of employees; and
- recommof association and collective bargaining.
- 2. Commitment to Implementation. We also believe firmly that ensuring that these provisions (and others as described below) are followed will require commitment and follow-through, not only by us but also by other public safety uniform apparel manufacturers. We support appropriate associations, consortia, or other groups that will work to ensure compliance. Where needed we will angage the services of SGS (the Societe General De Surveillance) an internationally recognized inspection firm, to independently monitor compliance and confirm that our employment and working condition standards are being met. We will urge others in the public safety uniform business to do the same or equal.
- 3. Public Disclosure. We believe that consumers of Blauer's products should know that these goods are manufactured in compliance with a Code of Conduct. Blauer will take the lead and promote the organization of a Public Safety Uniform Industry Anti Sweatshop/Humane Rights Committee (perhaps within the framework of an existing organization) of apparel companies in the public safety uniform business. The Committee will require factories, contractors and licensees to provide full disclosure as expeditiously as possible under existing contracts and as a condition of fature contracts. Accordingly, we advocate the full public disclosure of company names, production and manufacturing locations for public safety uniform apparel through such a committee.
- 4. Compensation Standards. We believe that, as a matter of human rights and human dignity, workers engaged in the production of public affety uniforms should receive wages that meet at least their basic needs. This concept has been sometimes referred to as a "living wage". In many instances, such a wage level would exceed the minimum and/or prevailing wage. However, defining a wage level or levels (across different countries and locations) presents significant challenges: it is widely held that there is no current consensus on these compensation levels. Nevertheless, we believe it is fundamentally important to engage in that process to define wage level(s) for workers engaged in the production of public safety uniform appared that would meet at least their basic needs and be

consistent with human rights.

- 5. Guidelines and Standards. Accordingly, We will join in appropriate research studies with a Public Safety Uniform Industry committee, United States Labor Department and international groups and organizations, to determine guidelines that could create appropriate wage standards. Through these studies Blauer will work to identify a wage level(s) for workers employed by our factories, contractors and licensees consistent with human rights and our personal and corporate values. Based on that information, we will work to implement a policy that will ensure that our plants and contractors compensate workers at a wage level(s) consistent with basic human rights and dignity. Additionally, we will advocate that the Public Safety Apparel Industry Committee and other national and international organizations explore this topic to determine how and where a Code of Conduct might be modified to reflect the payment of wage level(s) consistent with human rights.
- 6. Women's Rights. A majority of workers making Blauer products are women who may be vulnerable to exploitation or coercion. We, therefore, will advocate that a Code of Conduct should explicitly protect women with respect to equal pay, equal treatment and equal rights, as well as cusure their reproductive health and freedom during pregnancy and materaity leave. We will require our plants, contractors and licensees to ensure that women employees receive fair treatment and are free from coercion or exploitation.

CITY OF MILWAUKEE - DEPARTMENT OF ADMINISTRATION PROCUREMENT SERVICES DIVISION

AFFIDAVIT OF COMPLIANCE - PROCUREMENT OF ITEMS OF APPAREL FROM RESPONSIBLE MANUFACTURERS PROVISION

1259

of Ordinances 317-10 s		,		
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	ADDRESS	CITY	STATE	ZIP
F MANUFACTURER/	ADDRESS /ZAS FINE PTS. P.S.		STATE TN.	37388
F MANUFACTURER/ ACTOR/SUBCONTRACTOR A'S Leatherwear, Inc.	ine names and address	Tuluamma.	TN.	37388
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complian	ce with the requirements of the City of of	Milwaukee, I have completed this Affidavit
ompliance	form in good faith and have made no	willingly false or misleading statements.
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ubcontract		d dry cleaning of items of apparel that I sell
mployed by ontracts co	y the contractor during the specified tile evered under this section indicating the	rits of compliance from each subcontractor me period of the contract for the fulfillment of compliance with the Code of Ordinances se statement on these forms could result in:
>	Withholding of payments.	
•		tion of the contract in whole or in part.
>		of the right of the contractor to bid on future city
-h-	contracts, by himself or herself, parti	ner or agent, or by any corporation of which he or
she	is a member for a period of one year	r after the first violation is found and for a period of 3
	years after a second violation is four	
ordinances AUTI PRIN	y state that we will comply Section 310 as stated above: HORIZED SIGNATURE: Deller All Marie Parties ITED NAME: DAVID K. PATT IPANY NAME: Taylor's Leathe	Old- TON
40 (1)	leylor's Leathe	rweak, Inc.
(he/s	joing document for the purpose therely	o acknowledges that he/she executed the
	(SEAL)	NOTARY PUBLIC SIGNATURE Colone Ogle Colone Ogle My commission expires:
		April 2006



Designers & Manufacturers of Quality Apparel

January 12, 2004

Diane Meredith-Berndt Sr. Purchasing Agent City of Milwaukee

Diane:

Horace Small, Mount Pleasant, Red Kap are all divisions of VF Imagewear.

Thank you.

BADGER UNIFORMS

Linda Robison

VF Imagewear P O Box 140995 545 Marriott Drive Nashville, TN 37214

. :

Ms. Linda Robison Badger Uniform 4854 South 10th Street Milwaukee, WI 53221

Dear Ms. Robinson:

Enclosed are the Affidavit of Compliance forms which we discussed today. I have made notes in the Base Wage and Health Benefits boxes regarding the items listed. Here is a recap due to the limited space provided on the form:

Honduras – Base wage \$1.10 Mexico – Base wage \$1.50

Local currencies have been converted to achieve this figure. In both of the countries listed above medical care is socialized and provided to the entire population and funded by the government. In both countries our country pays payroll taxes to the respective governments in the 90 to 100% range of dollars paid to the employees. Doctors and/or nurses are also provided in the facilities or industrial parks where the facilities are located.

The U.S. distribution facility in Henning, TN has a base wage of 10.00 and approximately 17% of that wage level is paid as health benefits.

Please feel free to contact me should you need additional information.

Regards,

R. Keith Stewart VF Imagewear

Director Order Management

Phone: 615.565.5388

Email: keith stewart@vfc.com

CITY OF MILWAUKEE - DEPARTMENT OF ADMINISTRATION PROCUREMENT SERVICES DIVISION

AFFIDAVIT OF COMPLIANCE - PROCUREMENT OF ITEMS OF APPAREL FROM RESPONSIBLE MANUFACTURERS PROVISION

BID/RFP NUMBER:	1259	DATE:	
This affidavit of compliar identified on this form are of Ordinances 317-10 su	e responsible manufact	or's sworn statement that facilities urers as defined in the Milwaukee C	Code

Contractors shall procure and submit sworn reports or affidavits from every subcontractor employed by the contractor during the specified time period of the contract

for the fulfillment of contracts covered under this section.

In the event that any information provided by the contractor or subcontractor changes during the specified time period of the contract, the contractor shall submit or cause to be submitted to the purchasing director sworn reports or affidavits relating to the updated information.

Below, provide the name and address of the companies and facilities in this the Α. items of apparel have been or will be manufactured, distributed, laundered or dry cleaned (attach additional sheet, if necessary):

NAME OF MANUFACTURER/ CONTRACTOR/SUBCONTRACTOR	ADDRESS	CITY	STATE	ZIP
Vt Image wear (PKI de Mexico, S.A. deli)	Libramiento Periférico RLS.	TORREON	COAH. MEXICO	CP 27054
VF Imagewear (RXI de Merico S.A delV.)		MUNICIPIODE	COAH, MExico	CP27440
VF Image wear (RKI de Honduras)	ZIP BUENA VISTA CARRETER A. TEEUCIGALPA	VILLANUEVA	CORTES HONDUNAS	
VE Imagewear	HWY. 209 SOUTH	Henning	TN	3804/

Below, provide the names and address of all owners of the facilities in which the В. items of apparel have been or will be manufactured, distributed, laundered or dry cleaned (attach additional sheet, if necessary):

NAME OF MANUFACTURER/ CONTRACTOR/SUBCONTRACTOR	ADDRESS	CITY	STATE	ZIP
IF Imagewear	545 MARRIOT DRIVE	NASHVILLE	7/	37214

C. Below, provide the base hourly wage and the percent of wage level paid as health benefits for persons working at the facilities in which the items of apparel have been or will be manufactured or distributed, laundered, or dry cleaned.

...

BASE HOURLY WAGE: MEXICO \$1.50	PERCENTAGEOF WAGE LEVEL PAID AS HEALTH
\$ HONOURAS #1,10	BENEFITS: MEXICO & HONDURAS HAVE GOVERNMENT SUPPLIED MED
HENNING, TN & 10.00	BENEFITS: MEXICO + HONDURAS HAVE GOVERNMENT, SUPPLIED MED CARE WHICH IS FUNDED BY THE 90-100 % FRINGE RATE PAID 17 % THE GOVERNMENT. 17 9E LISTED IS FOR U.S. FAC
In compliance with the requirements of the City of M	
Compliance form in good faith and have made no w Further, I have disclosed the names and plant locat subcontractors purchasing, renting, laundering and to	ions of all my manufacturers and their
the City of Milwaukee. I have also included affidavite employed by the contractor during the specified time contracts covered under this section indicating their Section 310-17. Further, I understand that any false	e period of the contract for the fulfillment of compliance with the Code of Ordinances
she	the right of the contractor to bid on future city or or agent, or by any corporation of which he or
is a member, for a period of one year a years after a second violation is found	after the first violation is found and for a period of 3.
I/We hereby state that we will comply Section 310-1 Ordinances as stated above:	
AUTHORIZED SIGNATURE: L. Keith STEWARS	Stevant
PRINTED NAME: R. KEITH STEWARS	_
COMPANY NAME: VF IMAGEWEAR	
Personally came before me on this <u>Ood</u>	day of <u>December</u> , 2003,
(he)she) Rkeith Stwart who a foregoing document for the purpose therein company. IN WITNESS WHEREOF, I have he	ontained for and on behalf of said
(SEAL)	NOTARY PUBLIC SIGNATURE
	PRINT NAME On nie L Hamblen My commission expires:
	My commission expires:
	My Commission Expires Nov. 26, 2005

CITY OF MILWAUKEE - DEPARTMENT OF ADMINISTRATION PROCUREMENT SERVICES DIVISION

AFFIDAVIT OF COMPLIANCE - PR RESPONSIBLE M	OCUREMENT OF ITEMS OF APPAREL FROM

AFFIDAVIT OF CO	MPLIANCE - PROC ESPONSIBLE MAN	CUREMENT OF	ITEMS OF AP	PAREL EDOM
		UFACTURERS	PROVISION	ALEE PROM
BID/RFP NUMBER:_	1259	DATE:_		
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In the event that any in during the specified tire be submitted to the puupdated information.	nformation provided me period of the con irchasing director sw	by the contracto tract, the contra orn reports or a	or or subcontractor shall subm ffidavits relating	ctor changes it or cause to g to the
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ADDGNOWN ATTACHED				
C. Below, provide the benefits for persons or will be manufacture	ase hourly wage and working at the faciliti ed or distributed, lau	the percent of les in which the Indered, or dry o	wage level paid items of appare cleaned.	as health I have been
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In compliance with the requirements of the City of Milwaukee, I have completed this Affidavit of

Compliance form in good faith and have made no willingly false or misleading statements. Further, I have disclosed the names and plant locations of all my manufacturers and their subcontractors purchasing, renting, laundering and dry cleaning of items of apparel that I sell

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- After a due process hearing, denial of the right of the contractor to bid on future city contracts, by himself or herself, partner or agent, or by any corporation of which he or she is a member, for a period of one year after the first violation is found and for a period of 3 years after a second violation is found.

I/We hereby state that we will comply Section 310-17 of the City of Milwaukee Code of Ordinances as stated above:

PRINTED NAME: CHARLES ROSEN

COMPANY NAME: BLAVER MANUFACTURING COSING.

Personally came before me on this 16+L day of 10cente, 2003,

(he/she) Charles Tose who acknowledges that he/she executed the foregoing document for the purpose therein contained for and on behalf of said company. IN WITNESS WHEREOF, I have hereunto set my hand and official seal.

NOTARY PUBLIC SIGNATURE

JEHNNE WALDMAN

PRINT NAME

My commission expires:

JEANNE K. WALDMAN Notary Public Commonwealth of Massachusetts My Commission Expires November 13, 2009

ADDENDUM TO AFFIDAVIT OF COMPLIANCE-PROCUREMENT OF ITEMS OF APPAREL FROM RESPONSIBLE MANUFACTURERS PROVISION

BID/RFP NUMBER 1259 DATE

A.

Name of Manufacturer/ Contractor/Subcontractor:

Fuquing Grace Hill Products Co., Inc.

Address:

Hong Kuan Industrial Village, XiTou, YangXia

City

FuQuing City State/Province:

FuJian Province

Zip Code:

350323

B.

Owners:

Name of Manufacturer/ Contractor/subcontractor:

Mr. Jack Lai

Mr. Henry Liu

Address:

Hong Kuan Industrial Village, XiTou, YangXia

City

FuQuing City

State/Province

FuJian Province

Zip Code: 350323

C.

Base Hourly Wage:

RMB 4.626 = \$0.514692 (conversion as of 11:33 15 December 2003)

Percentage of wage level paid as health benefits:

14.19%

A.

Name of Manufacturer/ Contractor/Subcontractor:

Hui Yang Charming Garment Fty.

Charle Row

Address:

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City:

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State/Province:

Guang Dong

Country:

China

Zip Code:

None provided.

B.

Owners:

Name of Manufacturer/ Contractor/subcontractor:

Mr. Lau Siu Ching

Address:

Dan Shui Zhen

City

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State/Province:

Guang Dong

Country:

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None provided

C.

Base Hourly Wage:

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Charle Am

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- Humane limitations on the required hours of work;
- Limitations on child labor, consistent with international and national law;

- prohibition of forced labor;
- Safe and healthy working environment;
- Nondiscrimination in employment based on gender, race, religion, age, disability, nationality, or ethnic origin;
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- " Freedom of association and collective bargaining.
- 2. Commitment to Implementation. We also believe firmly that ensuring that these provisions (and others as described below) are followed will require commitment and follow-through, not only by us but also by other public safety uniform apparel manufacturers. We support appropriate associations, consortia, or other groups that will work to ensure compliance. Where needed we will engage the services of SGS (the Societe General De Surveillance) an internationally recognized inspection firm, to independently monitor compliance and confirm that our employment and working condition standards are being met. We will urge others in the public safety uniform business to do the same or equal.
- 3. Public Disclosure. We believe that consumers of Blauer's products should know that these goods are manufactured in compliance with a Code of Conduct. Blauer will take the lead and promote the organization of a Public Safety Uniform Industry Anti Sweatshop/Humane Rights Committee (perhaps within the framework of an existing organization) of apparel companies in the public safety uniform business. The Committee will require factories, contractors and licensees to provide full disclosure as expeditiously as possible under existing contracts and as a condition of future contracts. Accordingly, we advocate the full public disclosure of company names, production and manufacturing locations for public safety uniform apparel through such a committee.
- 4. Compensation Standards. We believe that, as a matter of human rights and human dignity, workers engaged in the production of public safety uniforms should receive wages that meet at least their basic needs. This concept has been sometimes referred to as a "living wage". In many instances, such a wage level would exceed the minimum and/or prevailing wage. However, defining a wage level or levels (across different countries and locations) presents significant challenges: it is widely held that there is no current consensus on these compensation levels. Nevertheless, we believe it is fundamentally important to engage in that process to define wage level(s) for workers engaged in the production of public safety uniform apparel that would meet at least their basic needs and be

consistent with human rights.

- 5. Guidelines and Standards. Accordingly, We will join in appropriate research studies with a Public Safety Uniform Industry committee, United States Labor Department and international groups and organizations, to determine guidelines that could create appropriate wage standards. Through these studies Blauer will work to identify a wage level(s) for workers employed by our factories, contractors and licensees consistent with human rights and our personal and corporate values. Based on that information, we will work to implement a policy that will ensure that our plants and contractors compensate workers at a wage level(s) consistent with basic human rights and dignity. Additionally, we will advocate that the Public Safety Apparel Industry Committee and other national and international organizations explore this topic to determine how and where a Code of Conduct might be modified to reflect the payment of wage level(s) consistent with human rights.
- 6. Women's Rights. A majority of workers making Blauer products are women who may be vulnerable to exploitation or coercion. We, therefore, will advocate that a Code of Conduct should explicitly protect women with respect to equal pay, equal treatment and equal rights, as well as ensure their reproductive health and freedom during pregnancy and maternity leave. We will require our plants, contractors and licensees to ensure that women employees receive fair treatment and are free from coercion or exploitation.